



A History of Service. A Promise to Lead.

November 16, 2018

To The University Community:

Norwich University is committed to an academic environment that encourages students and faculty to explore ideas and to have a free, respectful exchange of views. However, the University does not permit inappropriate relationships between faculty and students. We do not believe that those relationships support student learning or a safe environment for our students.

Recently, students reported concerns to our Title IX office about student-faculty interactions. We immediately investigated. The investigations substantiated violations of our expectations for faculty. We cannot publicly disclose the nature of the misconduct found, the disciplinary action taken or the identity of the employees involved. Personnel matters are confidential. However, where we find that there has been a violation of our standards for employee conduct, we take disciplinary action, up to and including termination.

We encourage any students who believe that our employees have engaged in misconduct to report it to the Title IX office. The University does not permit retaliation by faculty or staff. We will take strong disciplinary action against anyone that retaliates against a student reporting misconduct. The University takes student complaints seriously. Student safety is our highest priority.

The Interim Approved Employee Relationships Policy is [here](#).

Thank you.

Richard W. Schneider
RADM, USCGR (Ret.)
President